



110

813

HLM

1

2

3

210046

210097

210046

226002

210003

210046

2015 Gang ,2012

2012

Roxburgh 2004 Kühnel

2012 Jack & Jennifer 2015

U

Ziv

nuska

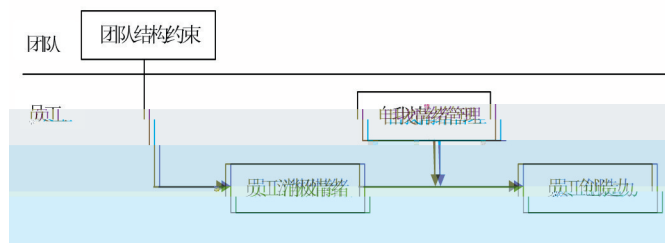
2002 Zhou

2009

2015



Lampel 2011 Amabile 2010



1

1

Watson 1988

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(Elfenbein, 2014)

2012

2

Farth 2012

Cheshin 2011 Dane & George, 2013

3

43

Walumbwa

3

3

1

1

T1

2 3

2

(T2)

3 3

3

(T3)

110

813

likert-7

1 , 7

1

Cardinal 2001

3

3

0.928

48 \_\_\_\_\_

ICC(1) ICC(2)  $r_{vg}$  0.787 0.754  $r_{vg}$  ICC(1)

0.112 0.103 ICC(2) 0.352 0.331

2

son 1988 PANA NA 10 , Wat

0.909

3 Wong Law 2002 4

0.904

4 Farmer 2003 , 4 ,

0.88

5

AMOS 7.0

|   | <sup>2</sup> |     | RMSEA | TLI  | CFI  |
|---|--------------|-----|-------|------|------|
| b | 1644.54      | 242 | 0.08  | 0.90 | 0.91 |
| d | 1786.38      | 246 | 0.10  | 0.87 | 0.88 |
| e | 3264.52      | 249 | 0.12  | 0.78 | 0.80 |
| f | 5785.95      | 251 | 0.17  | 0.60 | 0.64 |
| g | 7570.35      | 252 | 0.19  | 0.48 | 0.52 |

n = 1234;

b  
c  
d  
e  
f

<sup>2</sup> 512 =1644.40, <0.01; RMSEA= 0.08, CFI=0.91, TLI=0.90

1

2

4

r=0.283, <0.01

r=-

0.157, <0.01

|   | M     | SD    | 1      | 2      | 3      | 4       | 5 | 6 |
|---|-------|-------|--------|--------|--------|---------|---|---|
| 1 | 2.218 | 1.504 |        |        |        |         |   |   |
| 2 | 2.773 | 1.194 | 0.156  |        |        |         |   |   |
| 3 | 2.646 | 0.599 | 0.015  | 0.104  |        |         |   |   |
| 4 | 2.669 | 0.824 | 0.053  | -0.041 | -0.039 |         |   |   |
| 5 | 2.564 | 0.839 | -0.052 | 0.068  | -0.008 | 0.817** |   |   |

|   |       |       |         |         |         |         |          |         |
|---|-------|-------|---------|---------|---------|---------|----------|---------|
| 1 | 0.535 | 0.493 |         |         |         |         |          |         |
| 2 | 2.066 | 0.746 | 0.1**   |         |         |         |          |         |
| 3 | 2.000 | 0.696 | 0.037   | 0.056   |         |         |          |         |
| 4 | 1.455 | 0.721 | 0.141*  | 0.182*  | 0.315*  |         |          |         |
| 5 | 3.081 | 1.783 | 0.016   | -0.195* | -0.134* | -0.074* |          |         |
| 6 | 4.854 | 1.312 | 0.068   | 0.124*  | 0.083*  | 0.111** | -0.157** |         |
| 7 | 4.291 | 1.563 | -0.071* | -0.18*  | -0.029  | -0.035  | 0.457**  | -0.079* |

a 1=1 3 2=4 6 3=7 9 4=10 12 5=12

b 1=3 5 2=6 8 3=9 11 4=11 14 5=15

1

2-1-1

1

2

|    |           |         |          |         |        | 2     | $\infty$ |
|----|-----------|---------|----------|---------|--------|-------|----------|
| M1 | 1         |         |          |         |        |       |          |
| L1 | = +       | 3.068** |          |         |        | 1.863 | 1.302**  |
| L2 | = + $u_j$ |         |          |         |        |       |          |
| M2 |           |         |          |         |        |       |          |
| L1 | = +       | 3.068** | -0.467** |         |        | 1.863 | 1.163**  |
| L2 | = + $u_j$ |         |          |         |        |       |          |
| M3 |           |         |          |         |        |       |          |
| L1 | = +       | 3.070** | -0.242*  |         |        | 1.863 | 1.276**  |
| L2 | = + $u_j$ |         |          |         |        |       |          |
| M4 |           |         |          |         |        |       |          |
| L1 | = +       | 4.847** | 0.899**  |         |        | 0.980 | 0.169**  |
| L2 | = + $u_j$ |         |          |         |        |       |          |
| M5 |           |         |          |         |        |       |          |
| L1 | = +       | 4.844** | 0.798**  |         |        | 0.981 | 0.305**  |
| L2 | = + $u_j$ |         |          |         |        |       |          |
| M4 |           |         |          |         |        |       |          |
| L1 | = + +     | 3.068** | -0.467   | 0.227** | -0.25  | 1.804 | 1.170**  |
| L2 | = + $u_j$ |         |          |         |        |       |          |
| L2 | = +       |         |          |         |        |       |          |
| M4 |           |         |          |         |        |       |          |
| L1 | = + +     | 3.068** | -0.241   | 0.227** | -0.25* | 1.804 | 1.284**  |
| L2 | = + $u_j$ |         |          |         |        |       |          |
| L2 | = +       |         |          |         |        |       |          |

1 \*p<0.05 \*\*p<0.01 \*\*\*p<0.001 2 2 1  $\infty$   $u_j$  3 EC XJ  
 ZG JQ 4 1

3

M1

ICC(

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=-0.241 >0.05

2

2

3

4

4

=0.116 p<0.01

3

2

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(Dong ,2014)

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